



NASA Policy Directive

NPD 3300.3DEffective Date: October 16, 2002
Expiration Date: October 16, 2007**COMPLIANCE IS MANDATORY**[Printable Format \(PDF\)](#)

Subject: Recruitment, Hiring, Placement, Advancement, and Retention of Individuals with Disabilities and Disabled Veterans

Responsible Office: Office of Diversity & Equal Opportunity

1. Policy

This NPD reaffirms NASA's policy concerning the employment and advancement of individuals with disabilities and disabled veterans and assigns responsibility for the development and implementation of the Program for Individuals with Disabilities and the Disabled Veterans Program.

2. Applicability

This NPD applies to NASA Headquarters and NASA Centers, including Component Facilities.

3. Authority

- a. 29 U.S.C. 791, Section 501 of the Rehabilitation Act of 1973, as amended.
- b. Executive Order 12106 of December 28, 1978, "Transfer of Certain Equal Employment Enforcement Functions."
- c. 38 U.S.C. 4214, Section 403 of The Vietnam Era Veterans Readjustment Assistance Act of 1974, as amended.
- d. 29 U.S.C. 794d, Public Law 99-506, Section 508, electronic and information accessibility guidelines, as amended.

4. References

5 CFR Part 307, Veterans Readjustment Appointments.

5. Responsibility

a. The Office of Equal Opportunity Programs is responsible for the Individuals with Disabilities and Disabled Veterans Programs. The Assistant Administrator for Equal Opportunity Programs will designate a Program Manager to plan, develop, implement, and manage the Agencywide affirmative action program for recruitment, hiring, placement, advancement, and retention of individuals with disabilities and the program for disabled veterans. This includes the following:

- (1) Developing Agencywide affirmative action program plans, updates, and accomplishment reports.
- (2) Providing guidance to NASA on affirmative action matters related to recruitment, hiring, placement, advancement, and retention.

b. In conjunction with the Office of Equal Opportunity Programs, the Office of Human Resources and Education has responsibility for selective placement or other personnel-related concerns relative to individuals with disabilities and disabled veterans, including the following:

- (1) Interpreting and ensuring compliance with applicable personnel laws and regulations.
- (2) Providing guidance, technical information, and support to the Agency coordinators concerning selective placement matters, including appointing authorities, and job and worksite modifications.
- (3) Keeping abreast of the Office of Personnel Management's (OPM) personnel regulations and guidelines affecting individuals with disabilities and disabled veterans.

c. Center Directors and, at Headquarters, the Director, Headquarters Operations Office are responsible for selecting a Coordinator for the Individuals with Disabilities and Disabled Veterans Programs. The Coordinator will plan, implement, and manage the Centers' Program for Individuals with Disabilities and Disabled Veterans Program.

d. Center Human Resources Directors will provide for the placement of individuals with disabilities and disabled veterans and furnish the full range of personnel services in support of the Program for Individuals with Disabilities and the Disabled Veterans Program.

6. Delegation of Authority

None.

7. Measurements

NASA will develop Agency Accomplishment Reports and Affirmative Action Program Plan Updates which will reflect the goals and objectives for hiring, placing, advancing, and retaining individuals with disabilities, especially those with targeted severe disabilities, and disabled veterans, particularly those with a 30-percent or more disability. NASA Headquarters will also be required to develop the reports and updates in accordance with Equal Employment Opportunity Commission and Office of Personnel Management guidelines.

8. Cancellation

NPD 3300.3C, dated October 16, 1997.

/s/ Sean O'Keefe
Administrator

Attachment A: (Text)

(URL for Graphic)

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